

Department of the Interior  
BUREAU: Bureau of Indian Affairs  
Equal Opportunity Data Required to be Posted by the  
**NO FEAR ACT**  
P.L. 107-174

**Reporting Period:** FY 2004 4th Quarter (10/01/03 to 09/30/04)

**Point of Contact:** Mercedes H. Flores

**Formal Complaints**

# of complaints filed	49
# of individual filers	48
# of repeat filers	1

**Number of Complaints by Basis of Discrimination**

Race	26
Color	10
National Origin	14
Sex	24
Religion	4
Disability	11
Age	23
Reprisal	30
Non-EEO	1

**Number of Complaints by Issues of Alleged Discrimination**

Appointment/Hire	9
Assignment of Duties	6
Awards	0
Conversion to Full-Time	0
<b>Disciplinary Action</b>	5
Demotion	0
Reprimand	4
Suspension	0
Removal	1
Other	0
Duty Hours	0
Evaluation/Appraisal	3
Examination/Test	0
<b>Harassment</b>	27
a. Non-sexual	25
b. Sexual	2
Medical Examination	0
Pay Including Overtime	2
Promotion/Non-Selection	11
<b>Reassignment</b>	3

a. Denied	0
b. Directed	3
Reasonable Accommodation	5
Reinstatement	0
Retirement	0
Termination	2
Terms/Condition of Employment	19
Time & Attendance	4
Training	3
Other	0

### Average Processing Time of Pending Complaints

	#	APT
<b>1. All complaints pending during fiscal year</b>		
Investigation	34	310
Final Agency Action	33	510
<b>2. Complaints in which a hearing is not requested</b>		
Investigation	3	377
Final Agency Action	25	386
<b>3. Complaints in which a hearing is requested</b>		
Investigation	30	139
Final Agency Action	12	60

### Number of Complaints Dismissed

	#	APT
	5	587

<b>Number of Complaints Filed Prior to Fiscal Year + Pending</b>	<b>TOTAL</b>
Pending Complaints Filed Before Fiscal Year	52
Number of Individuals	52
Number in Investigations	47
Number in FAD	41
<b>Complaints Pending in the Current Fiscal Year</b>	<b>TOTAL</b>
Number of Investigations over 180 days	30

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
		2		0	
		#	%	#	%
<b>BASES</b>	Race				
	Color				
	National Origin				
	Sex	1	50		
	Religion				
	Disability	1	50		
	Age				
	Reprisal				
	Non-EEO				
<b>ISSUES</b>	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual				
	b. Sexual				
	Medical Examination				
	Pay Including Overtime				
	Promotion/Non-Selection				
	Reassignment				
	a. Denied				
	b. Directed				
	Reasonable Accommodation				
	Reinstatement				
	Retirement				
	Termination				
	Terms/Condition of Employment				
	Time & Attendance				
	Training				
	Other				